

**State of Connecticut  
Commission on Human Rights and Opportunities  
Regular Commission Meeting  
Legislative Office Building – Rm 1A  
Hartford, CT 06106  
Wednesday, May 10, 2017  
2:00 p.m.**



**Regular Commission Meeting Minutes**

**Commissioners Present**

Cherron Payne, Chairperson  
Edward Mambruno, Secretary  
Lisa Giliberto  
Andrew Norton  
Edith Pestana  
Joseph Suggs

**Commissioners Absent**

Shuana Tucker

**Staff Present**

Tanya Hughes, Executive Director  
Michelle D. Keuler, Commission Counsel III  
Donna W. Brilliant, Regional Manager  
Monica H. Richardson, Executive Secretary  
Lynda R. Stowe, Regional Manager  
Michael E. Roberts, Commission Counsel

Cheryl Sharp, Deputy Director  
Robin Fox, Commission Counsel III  
Alix Simonetti, Commission Counsel III  
Emily Melendez, AAG  
Kim Jacobsen, Commission Counsel III  
Spencer Hill, Commission Counsel

I. Chairperson: Cherron Payne Presiding

The meeting was convened at 2:08 p.m. by Chair Cherron Payne.

II. Secretary: Edward Mambruno

A motion was made by Commissioner Pestana to approve the Minutes of the April 12, 2017 Regular Commission Meeting. It was seconded by Commissioner Suggs. The vote was 5 –Yes, 0 – No, and 0 - Abstentions. The motion carried.

### III. Affirmative Action Recommendations – Vote Required

The following plans were presented by Deputy Director Cheryl Sharp:  
The Office of Protection and Advocacy for Persons with Disabilities and the Department of Social Services.

#### A. Staff Recommendations: **Approval**

##### 1. Office of Protection and Advocacy for Persons with Disabilities

Representing the agency was Beth Leslie, Legislative and Regulations Specialist, Jamila H. Goolgar, EEO Specialist, and Lorraine Vittner, HR Specialist.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals; the agency did not meet or substantially meet all of its hiring goals at 0%. The promotion goals were not established in the prior filing and program goals were met at 100% for this filing period. They did not have deficiencies in the prior plan review.

The Contract Compliance Set-Aside Program for FY2015/2016 was exempt from filing because contract was less than \$10,000 dollars.

The filing history is as follows: 2009, 2010, 2011 and, 2013 and 2015, Approved. The Agency will not file another plan. It is being abolished on July 1, 2017.

A motion was made by Commissioner Giliberto and seconded by Commissioner Pestana to **approve** the final plan of the Office of Protection and Advocacy. The vote was 5- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

##### 2. Department of Social Services

Representing the agency were Astread Ferron Poole, Director of Affirmative Action, Terri-Lynn Johnston, manager of Affirmative Action, and Diane Benedetto of HR.

The plan was recommended for **approval** based on compliance with the following: It contained all elements required; the agency demonstrated good faith efforts to achieve its goals. The agency did not meet all or substantially meet all of its hiring goals at 47%. The promotion goals were met at 39% and all of the program goals were met for this filing period.

The Contract Compliance Set-Aside Program for FY2015/2016 showed 37% goal achievement for the SBE and 70% for the MBE.

The five year filing history is as follows: 2012 – Approved, 2013- Approved by Default, 2014, 2015, and 2016– Approved. They were recommended to retain their annual filing status.

A motion was made by Commissioner Mambruno and seconded by Commissioner Giliberto to **approve** the plan and to retain annual filing status of the Department of Social Services. The vote was 5- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

#### IV. Intervenor in Connection with Petition for Declaratory Ruling

Office of the state Comptroller on Behalf of the Connecticut State Employee Campaign Committee (CSECC)

Presented by Michael Roberts, Commission Counsel.

A motion was made by Commissioner Suggs and seconded by Commissioner Pestana to accept staff recommendation to grant the American Family Association (AFA) timely application to intervene. The vote was 5- Yes, 0 – No and 0 – Abstentions. The motion carried unanimously.

#### V. Division Reports

Executive Director's Report: presented by Tanya Hughes, Executive Director

A detailed Production report was provided. Updates were provided on all agency operations. Some of the downward trends may be attributed to the loss of staff and/or some staff on extended leave. CHRO is still under 1% in aged cases. CHRO had posted 2 positions to refill last week and today a list of rescissions came from the Governor's office and CHRO can no longer refill the two posted positions of manager for the SW region and the Legislative Liaison. A meeting will be held with OPM on May 25 to discuss how to fill these critical vacancies.

Outreach Report: presented by Cheryl Sharp, Deputy Director

##### Future Outreach Activities

- Kids Speak and Kids Court, May 23, 700 registered
- Life after Incarceration Video Project, completion 2018
- Diversity Training for the Department of Labor, June 2
- Trans gender/Sexual Orientation program, June 6
- CEO Classic Awards, Cheryl Sharp, Woman of the Year, May 12

##### Outreach Successes

- Law Speak at UCONN law, Cheryl Sharp, May 1.
- CEO Classic Awards, Cheryl Sharp, Woman of the Year, May 12
- Lean showcase at state Legislature, CHRO Attorney Spencer Hill , April 27
- Big Brothers/Big Sisters Mentor of the Year, Sancha Works, CHRO Investigator!

A detailed report was provided.

Legislative Report: presented by Michelle Dumas Keuler, Commission Counsel

- Age Discrimination Bill
- Conversion Therapy
- Streamlining affirmative action

#### VI. New Business: N/A

#### VII. Executive Session

*(Requires a two-thirds vote of Commissioners Present and Voting – Staff and Guests Invited to Attend Must Be Noted)*

Commissioner Suggs moved to go into Executive session and was seconded by Commissioner Pestana. The motion was carried by unanimous vote at 3:11 pm.

Invited into Executive session was Tanya Hughes, Cheryl Sharp, Michelle Dumas Keuler, and Robin Fox, Kimberly Jacobsen, Spencer Hill and AAG Emily Melendez.

1. Waterbury Public Schools
2. CHRO ex rel. Bienvenido Pagan v. Zion St. LLC and Stratus Equities LLC, et al.  
CHRO Case No. 1550256  
Presented by Kimberly Jacobsen, Commission Counsel
3. CHRO ex rel. James Vincent-Czbas v. DRDS Properties LLC, et al.  
CHRO Case No. 1750042  
Presented by Spencer Hill, Commission Counsel

#### VIII. Return from Executive Session

Commissioner Pestana made a motion to resume the meeting following Executive session at 4:00p.m. and it was seconded by Commissioner Giliberto. The vote was 5 – Yes and 0 – No, The motion carried unanimously.

1. Waterbury Public Schools, Best Practices Recommendations

A motion was made by Commissioner Norton to accept the Best practices recommendations from the CT CHRO legal staff to the Waterbury Board of Education and it was seconded by Commissioner Giliberto. The vote was 5 – Yes, 0 –No, and 0 – Abstentions. The motion carried unanimously.

2. CHRO ex rel. Bienvenido Pagan v. Zion St, LLC and Stratus Equities LLC, et al.  
CHRO Case No. 1550256

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept staff recommendations to have the commission legal counsel file this case in Superior Court and seek punitive damages and a civil penalty. The vote was 5-Yes, 0- No, 0- Abstentions. The vote was unanimous.

3. CHRO ex rel. James Vincent-Czbas v. DRDS Properties LLC, et al.  
CHRO Case No. 1750042

A motion was made by Commissioner Norton and seconded by Commissioner Giliberto to accept staff recommendations to have the commission legal counsel file this case in Superior Court and seek injunctive relief, punitive damages, and a civil penalty. The vote was 5-Yes, 0- No, 0- Abstentions. The vote was unanimous

IX. Old Business: N/A

X. Adjournment

A motion was made by Commissioner Pestana to adjourn the meeting and seconded by Commissioner Mambruno. The motion to adjourn carried unanimously. The vote was 5-Yes, 0- No, and 0- Abstentions. The meeting ended at 4:16 p.m.